Merchantville Board of Education 130 South Centre Street Merchantville, NJ 08109	File Code : 4231/4231.1 Proposed : 02/18/2014 Adopted : 02/25/2014 Revised : 10/25/2016 Reviewed : 05/06/2024

Staff Development / In-Service Education / Visitations / Conferences

The board recognizes that the skills required of support staff members change with changing technology. In order to ensure both optimum efficiency in district operations, and the continued growth in expertise of the staff, the chief school administrator shall ensure that appropriate programs of inservice training shall be developed for support staff as necessary.

The chief school administrator may recommend to the board the granting of leave for attendance of personnel at state, regional, and national job-related meetings without pay deduction and with expenses paid by the school system according to established allowances.

Achievement Gap and Inequity

The board shall on a continuing basis, provide professional development training for all school personnel (certified and noncertified) to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice. Parents/guardians and other community members shall be invited to participate in the professional development training. Newly hired certified and noncertified staff shall be provided professional development training on educational equity issues within the first year of employment.

Mandated In-Service Programs

The chief school administrator shall arrange development of appropriate in-service presentations, seminars and/or workshops on equity issues, special education, child abuse and neglect, drug/alcohol abuse awareness, handling blood and body fluids, possible hazardous substances in the workplace, crises response, school violence and other topics specifically required by federal or New Jersey law.

Key Words

Staff Development; In-service; Visitations; Conferences

Legal References:		
	N.J.S.A. 18A:11-1	General mandatory powers and duties
	N.J.S.A. 18A:17-46	Act of violence; report by school employee; notice of action taken; annual report
	N.J.S.A. 18A:30-7	Power of boards of education to pay salaries
	N.J.S.A. 18A:31-2	Attendance at conventions of New Jersey Education Association
	N.J.S.A. 18A:40A-3 See particularly: N.J.S.A. 18A:40A-3(a), -18(c)	Initial inservice training programs; curriculum; availability
	N.J.S.A. 18A:54-20	Powers of board (county vocational schools)

N.J.S.A. 34:5A-10	Retention or workplace surveys
N.J.S.A. 34:5A-13	Employee education and training program; certification of instructors
N.J.A.C. 6A:7-1.6	Professional development
N.J.A.C. 6A:16-1.1 et seq. See particularly: N.J.A.C. 6A:16-3.1(a)4, -5.1(d), -6.2(b)12	Programs to Support Student Development
N.J.A.C. 6A:16-11.1	Reporting Allegations of Child Abuse and Neglect
N.J.A.C. 6A:30-1.1 et seq.	Evaluation of the Performance of School Districts

Comprehensive Equity Plan, New Jersey State Department of Education

Possible Cross References:

*2224	Nondiscrimination/affirmative action
*4215	Supervision
*4216	Evaluation
4233	Travel/reimbursement
*5141	Health
*5141.4	Child abuse and neglect

*Indicates policy is included in the Critical Policy Reference Manual.